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17 **UNITED STATES DISTRICT COURT**
18 **NORTHERN DISTRICT OF CALIFORNIA**
19 **SAN FRANCISCO DIVISION**

20 AMERICAN FEDERATION OF
21 GOVERNMENT EMPLOYEES, AFL-CIO, et
22 al.,

Case No.: 3:25-cv-03070-JD

23 Plaintiffs,

DECLARATION OF JAMES WHITE

24 v.

25 DONALD J. TRUMP, in his official capacity as
26 President of the United States, et al.,

27 Defendants.

DECLARATION OF JAMES M. WHITE SR.

I, James M. White Sr., declare as follows:

1. I am over 18 years of age and competent to give this declaration. This declaration is based on my personal knowledge, information, and belief.

2. I am a housekeeping aide at the Baltimore VA Medical Center, where I have worked for about five years.

3. I am the President of the American Federation of Government Employees Local 424 (“Local 424” or the “Union”). Prior to that, I was Local 424’s First Vice President. My job as President of Local 424 is to listen to the workers in my unit, advocate for their needs, and work with agency management to resolve problems formally and informally.

4. Local 424 represents approximately 3,600 civil servants at eight hospitals, clinics, and community-based vet centers who work for VA Maryland Health Care, a component of the Department of Veterans Affairs. These employees include essentially all positions other than registered nurses and management at VA Maryland Health Care, including physicians, surgeons, police officers, licensed practical nurses, social workers, health technicians, certified nursing assistants, pharmacists, maintenance and supply staff, housekeepers, cooks, and many others. The March 27, 2025 Executive Order titled “Exclusions from Federal Labor Management Relations Programs” (“Executive Order”) appears to cover all of the workers in Local 424’s bargaining unit other than police officers and firefighters. The members of Local 424 are dedicated to meeting the social service and health care needs of our veterans and I’m not aware of any employees in the bargaining unit who have any responsibilities related to national security.

5. Local 424's mission is to advocate for and promote the interests of bargaining unit members and work collaboratively with VA Maryland Health Care management to ensure we are providing quality care to veterans. As the exclusive bargaining representative of bargaining unit workers, the Union provides many services to all bargaining unit members. Core functions of the Union include collective bargaining with the agency to obtain a fair and

1 reasonable master collective bargaining agreement (“MCBA”); negotiating mid-term changes to
2 conditions of employment; filing and negotiating grievances to enforce the terms and conditions
3 of the MCBA; pursuing arbitrations on behalf of workers to enforce the MCBA; submitting
4 unfair labor practice charges when worker rights are violated; and generally providing voice,
5 support, and resources to all VA Maryland Health Care employees.

6 6. The Executive Order is having immediate harmful effects on bargaining unit
7 employees and the Union’s ability to provide services to members and accomplish its mission.

8 7. The National VA Council MCBA, which covers Local 424, is effective as of
9 August 2023 and provides important rights and protections to our members. Among other things,
10 the MCBA: (a) establishes reasonable working hours, overtime, sick leave, holidays, and paid
11 time; (b) gives the Union the right to participate in safety inspections and imposes health and
12 safety requirements to ensure the wellbeing of both workers and patients; (c) creates protections
13 for workers regarding reductions-in-force, discipline, reassignment, relocation, and other
14 changes to the conditions of employment; and (d) establishes grievance and arbitration
15 procedures for employees and the Union to resolve disputes with the agency over employment
16 matters. If the agency unilaterally terminates the MCBA pursuant to the Executive Order, Local
17 424 will not be able to enforce these essential protections.

18 8. Local 424 has three arbitrations in process and multiple pending grievances and
19 unfair labor practice charges to vindicate workers’ rights under the MCBA. On Friday, March
20 28—just one day after the Executive Order was issued—agency management indicated that due
21 to the Executive Order it would indefinitely pause resolution of at least one grievance until
22 further guidance is received. As a result of the Executive Order, these pending grievances,
23 arbitrations, and unfair labor practice charges will be left unresolved, providing no recourse for
24 workers whose employment rights have been violated.

25 9. The Union’s activities are funded through voluntary dues paid by approximately
26 1,100 members. The vast majority of members pay their dues through voluntary payroll
27 deduction from their pay. If AFGE can no longer receive dues through payroll deduction under
28 Declaration of James M. White Sr.

1 the Executive Order, that will make it significantly more difficult for the Union to continue to
2 function and to provide the services and protection to unit members listed above.

3 10. The MCBA also provides for official time and office space, which allows
4 bargaining unit employees like me to represent my coworkers during business hours and on
5 agency premises. My fellow Local 424 officers and I use official time to hear from and advocate
6 for workers at distant VA Maryland Health Care sites, investigate and file grievances, represent
7 workers in arbitration and unfair labor practice proceedings, work with management to
8 efficiently resolve disputes over workplace issues, ensure safe working conditions, and negotiate
9 contracts and mid-term adjustments to working conditions. Eliminating official time for Union
10 representatives will hamstring our ability to perform fundamental functions of representing
11 members in their daily workplace lives.

12 11. I have been talking with members of Local 424 almost daily since the Executive
13 Order was issued and it is having a chilling effect. Workers at VA Maryland Health Care
14 facilities are afraid—they’re afraid of retaliation, of losing fair processes for discipline and
15 workplace changes, and of losing our ability to advocate for and speak up about the needs of
16 workers. I see the fear in the faces of young civil servants who have long careers ahead of them.
17 And I know firsthand that if the Union can’t represent them and can’t enforce the MCBA,
18 workers will be afraid to raise concerns over workplace conditions with the agency.

19
20 I declare under penalty of perjury under the laws of the United States that the foregoing is
21 true and correct. Executed April 2, 2025, in Baltimore, Maryland.

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